

# Southeast Counties (Cochise, Santa Cruz, Graham, Greenlee) TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
1	11-1011	Chief Executives	13	\$61.07	708	4.3	2.7	Bachelor's or higher deg. + work exp.
2	29-1111	Registered Nurses	41	\$27.19	645	4.0	2.2	Associate degree
3	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	20	\$25.74	736	5.2	2.3	Work experience in a related occupation
4	15-1081	Network Systems and Data Communications Analysts	10	\$30.35	669	6.3	5.3	Bachelor's degree
5	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	20	\$27.03	658	4.3	3.0	Work experience in a related occupation
6	11-1021	General and Operations Managers	31	\$35.74	659	2.6	1.5	Bachelor's or higher deg. + work exp.
7	15-1031	Computer Software Engineers, Applications	11	\$32.34	607	5.3	6.3	Bachelor's degree
8	13-2011	Accountants and Auditors	33	\$24.73	582	3.8	2.1	Bachelor's degree
9	15-2031	Operations Research Analysts	12	\$28.50	605	4.9	2.4	Master's degree
10	15-1032	Computer Software Engineers, Systems Software	7	\$31.04	647	5.0	5.5	Bachelor's degree
11	11-2022	Sales Managers	9	\$39.85	577	4.0	2.4	Bachelor's or higher deg. + work exp.
12	15-1071	Network and Computer Systems Administrators	7	\$24.32	697	5.7	5.5	Bachelor's degree
13	23-1011	Lawyers	10	\$32.36	568	3.8	3.0	First professional degree
14	15-1041	Computer Support Specialists	21	\$22.99	575	3.3	3.2	Associate degree
15	29-1051	Pharmacists	6	\$36.38	554	7.0	4.5	First professional degree
16	51-4121	Welders, Cutters, Solderers, and Brazers	22	\$19.50	521	6.4	2.3	Long-term on-the-job training
17	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	20	\$31.64	574	2.9	1.1	Moderate-term on-the-job training
18	11-3011	Administrative Services Managers	9	\$27.73	577	3.9	2.4	Bachelor's or higher deg. + work exp.
19	11-9111	Medical and Health Services Managers	8	\$26.01	707	3.4	2.0	Bachelor's or higher deg. + work exp.
20	13-1073	Training and Development Specialists	7	\$24.34	606	4.4	3.3	Bachelor's degree
21	43-3011	Bill and Account Collectors	55	\$13.43	512	6.4	3.5	Short-term on-the-job training
22	49-3023	Automotive Service Technicians and Mechanics	31	\$15.24	686	3.5	1.4	Postsecondary vocational training
23	13-1051	Cost Estimators	6	\$28.09	607	4.0	2.0	Work experience in a related occupation
23	29-2021	Dental Hygienists	4	\$36.86	585	4.5	6.0	Associate degree
25	47-2031	Carpenters	37	\$16.27	662	2.2	1.5	Long-term on-the-job training
26	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	31	\$17.29	641	2.4	1.3	Work experience in a related occupation
27	25-2021	Elementary School Teachers, Except Special Education	54	\$16.52	611	2.4	1.2	Bachelor's degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
28	25-3021	Self-Enrichment Education Teachers	6	\$23.77	529	5.8	5.0	Work experience in a related occupation
29	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	9	\$16.53	592	5.8	2.4	Work experience in a related occupation
30	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	10	\$22.57	651	2.4	1.2	Work experience in a related occupation
31	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	\$14.11	721	4.9	4.3	Long-term on-the-job training
32	11-9051	Food Service Managers	6	\$22.91	664	2.9	2.0	Work experience in a related occupation
33	31-1012	Nursing Aides, Orderlies, and Attendants	23	\$10.66	615	4.6	4.0	Postsecondary vocational training
34	49-9098	Helpers--Installation, Maintenance, and Repair Workers	9	\$16.85	659	4.5	1.3	Short-term on-the-job training
35	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	37	\$15.15	571	2.4	1.5	Work experience in a related occupation
36	33-9032	Security Guards	27	\$12.13	592	4.1	1.8	Short-term on-the-job training
37	13-1121	Meeting and Convention Planners	15	\$11.02	642	6.0	2.8	Bachelor's degree
38	11-9041	Engineering Managers	3	\$49.88	692	3.3	2.0	Bachelor's or higher deg. + work exp.
39	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	8	\$17.61	592	4.3	1.7	Postsecondary vocational training
40	33-3051	Police and Sheriff's Patrol Officers	16	\$20.50	730	1.5	0.6	Long-term on-the-job training
41	29-2061	Licensed Practical and Licensed Vocational Nurses	10	\$16.27	734	3.0	1.5	Postsecondary vocational training
42	29-1021	Dentists, General	3	\$63.32	777	2.4	2.0	First professional degree
43	11-3031	Financial Managers	5	\$35.09	587	2.3	2.0	Bachelor's or higher deg. + work exp.
44	33-3012	Correctional Officers and Jailers	33	\$15.63	678	1.8	0.9	Moderate-term on-the-job training
45	25-2031	Secondary School Teachers, Except Special and Vocational Education	21	\$17.04	647	2.3	0.9	Bachelor's degree
46	13-1071	Employment, Recruitment, and Placement Specialists	5	\$21.17	543	5.1	3.5	Bachelor's degree
47	47-2152	Plumbers, Pipefitters, and Steamfitters	11	\$14.24	718	3.7	1.6	Long-term on-the-job training
48	49-9042	Maintenance and Repair Workers, General	33	\$12.46	627	2.5	1.4	Moderate-term on-the-job training
49	41-3031	Securities, Commodities, and Financial Services Sales Agents	4	\$24.27	544	4.7	7.0	Bachelor's degree
50	33-3021	Detectives and Criminal Investigators	8	\$25.28	694	1.9	0.8	Work experience in a related occupation
51	43-4051	Customer Service Representatives	56	\$9.93	531	3.9	2.7	Moderate-term on-the-job training
52	11-9021	Construction Managers	6	\$35.02	616	1.7	1.0	Bachelor's degree
53	41-3021	Insurance Sales Agents	5	\$23.07	577	4.0	2.0	Bachelor's degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
54	25-2022	Middle School Teachers, Except Special and Vocational Education	17	\$17.15	633	1.9	1.0	Bachelor's degree
55	49-9043	Maintenance Workers, Machinery	6	\$16.37	626	4.8	2.0	Short-term on-the-job training
56	11-9032	Education Administrators, Elementary and Secondary School	5	\$32.37	675	2.2	1.0	Bachelor's or higher deg. + work exp.
56	17-2061	Computer Hardware Engineers	3	\$38.31	639	3.0	2.0	Bachelor's degree
58	29-1063	Internists, General	3	\$83.75	679	2.2	2.0	First professional degree
59	31-9091	Dental Assistants	12	\$13.06	598	4.6	1.7	Moderate-term on-the-job training
60	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Tr	5	\$25.95	604	3.3	1.5	Long-term on-the-job training
61	13-1111	Management Analysts	5	\$27.24	657	2.0	1.5	Bachelor's or higher deg. + work exp.
61	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	8	\$17.58	594	3.4	1.5	Bachelor's degree
63	17-3023	Electrical and Electronic Engineering Technicians	5	\$27.63	617	2.4	1.3	Associate degree
64	11-9081	Lodging Managers	6	\$14.73	585	5.6	4.5	Work experience in a related occupation
65	13-2051	Financial Analysts	3	\$30.52	559	3.6	4.0	Bachelor's degree
66	11-3051	Industrial Production Managers	3	\$32.47	670	2.5	1.5	Work experience in a related occupation
67	31-9092	Medical Assistants	14	\$11.48	557	4.3	2.4	Moderate-term on-the-job training
68	27-3031	Public Relations Specialists	4	\$19.98	539	5.1	3.0	Bachelor's degree
69	25-2012	Kindergarten Teachers, Except Special Education	6	\$16.32	596	3.2	3.0	Bachelor's degree
70	51-4041	Machinists	5	\$16.44	606	4.8	2.0	Long-term on-the-job training
71	49-3021	Automotive Body and Related Repairers	6	\$15.91	620	3.6	2.0	Long-term on-the-job training
72	21-1012	Educational, Vocational, and School Counselors	8	\$22.55	560	2.2	1.0	Master's degree
73	33-1011	First-Line Supervisors/Managers of Correctional Officers	6	\$20.63	682	2.4	0.8	Work experience in a related occupation
74	11-9061	Funeral Directors	4	\$17.27	661	4.7	1.7	Associate degree
75	11-3021	Computer and Information Systems Managers	3	\$39.71	638	2.2	1.5	Bachelor's or higher deg. + work exp.
76	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping	4	\$16.00	687	3.7	6.0	Work experience in a related occupation
77	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	5	\$25.99	533	2.8	1.3	Work experience in a related occupation
78	47-2061	Construction Laborers	34	\$11.82	566	1.7	1.3	Moderate-term on-the-job training

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
79	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	21	\$11.09	538	3.8	1.5	Work experience in a related occupation
80	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	10	\$14.51	549	3.4	1.5	Work experience in a related occupation
81	47-4051	Highway Maintenance Workers	6	\$13.33	623	3.7	2.7	Moderate-term on-the-job training
82	53-7051	Industrial Truck and Tractor Operators	12	\$10.06	638	3.5	1.9	Short-term on-the-job training
83	35-2021	Food Preparation Workers	42	\$8.69	517	4.9	1.1	Short-term on-the-job training
84	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	10	\$11.76	522	4.5	2.2	Moderate-term on-the-job training
85	47-2051	Cement Masons and Concrete Finishers	10	\$14.80	560	2.7	1.4	Moderate-term on-the-job training
86	11-9151	Social and Community Service Managers	3	\$22.40	616	3.4	2.0	Bachelor's degree
87	35-1011	Chefs and Head Cooks	7	\$12.97	617	4.4	1.2	Work experience in a related occupation
88	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	57	\$8.52	471	3.5	1.9	Short-term on-the-job training
89	29-2052	Pharmacy Technicians	7	\$11.77	492	6.7	6.0	Moderate-term on-the-job training
90	41-9021	Real Estate Brokers	8	\$23.49	539	1.2	0.7	Work experience in a related occupation
91	25-2043	Special Education Teachers, Secondary School	3	\$19.70	612	4.0	2.0	Bachelor's degree
92	43-6011	Executive Secretaries and Administrative Assistants	23	\$15.00	475	1.8	1.0	Moderate-term on-the-job training
93	29-2034	Radiologic Technologists and Technicians	3	\$20.82	624	3.0	2.0	Associate degree
94	41-2031	Retail Salespersons	186	\$9.82	477	3.5	0.9	Short-term on-the-job training
95	29-1126	Respiratory Therapists	4	\$19.20	692	2.9	1.0	Associate degree
96	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	5	\$17.90	610	2.6	1.3	Work experience in a related occupation
97	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Pro	5	\$29.61	593	1.0	0.4	Moderate-term on-the-job training
98	31-1011	Home Health Aides	12	\$7.80	521	5.4	4.8	Short-term on-the-job training
99	33-1012	First-Line Supervisors/Managers of Police and Detectives	3	\$32.19	763	1.7	0.7	Work experience in a related occupation
100	53-3032	Truck Drivers, Heavy and Tractor-Trailer	16	\$14.27	614	1.1	0.7	Moderate-term on-the-job training
101	37-2012	Maids and Housekeeping Cleaners	56	\$7.16	420	4.0	1.9	Short-term on-the-job training
102	39-9032	Recreation Workers	11	\$9.40	633	3.6	1.6	Short-term on-the-job training
103	19-3031	Clinical, Counseling, and School Psychologists	3	\$20.09	572	3.8	2.0	Doctoral degree
104	37-3011	Landscaping and Groundskeeping Workers	30	\$9.97	516	2.9	1.3	Short-term on-the-job training
105	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	5	\$11.22	621	5.6	2.3	Long-term on-the-job training

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106	39-5012	Hairdressers, Hairstylists, and Cosmetologists	12	\$9.31	520	4.4	2.4	Postsecondary vocational training
107	43-4171	Receptionists and Information Clerks	36	\$9.24	476	3.5	1.4	Short-term on-the-job training
108	43-3071	Tellers	21	\$11.04	471	4.6	0.8	Short-term on-the-job training
109	35-2011	Cooks, Fast Food	45	\$6.63	515	4.6	1.1	Short-term on-the-job training
110	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	71	\$6.54	460	4.3	1.4	Short-term on-the-job training
111	17-2051	Civil Engineers	2	\$32.00	709	1.9	1.0	Bachelor's degree
112	21-1091	Health Educators	4	\$13.52	619	4.2	2.5	Master's degree
113	53-3033	Truck Drivers, Light or Delivery Services	15	\$10.32	538	2.1	2.8	Short-term on-the-job training
114	23-2011	Paralegals and Legal Assistants	3	\$18.88	530	3.8	4.0	Associate degree
115	43-3031	Bookkeeping, Accounting, and Auditing Clerks	31	\$12.77	468	1.6	0.9	Moderate-term on-the-job training
116	45-2011	Agricultural Inspectors	6	\$15.01	536	3.2	1.4	Work experience in a related occupation
117	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	121	\$6.79	458	4.5	0.8	Short-term on-the-job training
118	35-2014	Cooks, Restaurant	23	\$7.72	530	4.2	1.0	Long-term on-the-job training
119	47-2141	Painters, Construction and Maintenance	7	\$13.78	555	2.2	1.6	Moderate-term on-the-job training
120	25-9041	Teacher Assistants	35	\$8.75	494	2.3	1.3	Short-term on-the-job training
121	43-9061	Office Clerks, General	54	\$10.44	456	1.9	0.9	Short-term on-the-job training
122	43-6014	Secretaries, Except Legal, Medical, and Executive	29	\$11.90	483	1.6	0.9	Moderate-term on-the-job training
123	35-3031	Waiters and Waitresses	80	\$6.71	474	4.1	0.7	Short-term on-the-job training
124	25-2042	Special Education Teachers, Middle School	3	\$17.97	610	2.8	1.5	Bachelor's degree
125	41-9022	Real Estate Sales Agents	6	\$17.13	575	1.7	0.8	Postsecondary vocational training
126	47-4011	Construction and Building Inspectors	3	\$20.49	654	2.3	1.0	Work experience in a related occupation
127	35-3011	Bartenders	31	\$7.35	507	3.9	1.0	Short-term on-the-job training
128	25-2011	Preschool Teachers, Except Special Education	8	\$8.67	530	3.9	4.0	Postsecondary vocational training
129	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine an	4	\$19.73	650	1.6	0.8	Work experience in a related occupation
130	41-2011	Cashiers	193	\$8.44	514	2.4	0.4	Short-term on-the-job training
131	11-9141	Property, Real Estate, and Community Association Managers	6	\$19.22	550	1.0	0.6	Bachelor's degree
132	43-5061	Production, Planning, and Expediting Clerks	4	\$17.34	537	2.9	1.3	Short-term on-the-job training
133	13-2052	Personal Financial Advisors	3	\$28.70	411	2.3	1.5	Bachelor's degree
134	27-3043	Writers and Authors	3	\$21.63	541	2.3	1.5	Bachelor's degree

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135	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	57	\$9.91	468	1.7	0.5	Short-term on-the-job training
136	13-1021	Purchasing Agents and Buyers, Farm Products	5	\$18.36	525	2.4	0.7	Work experience in a related occupation
137	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	3	\$24.35	704	0.4	0.3	Long-term on-the-job training
138	43-4111	Interviewers, Except Eligibility and Loan	7	\$11.85	481	3.7	1.3	Short-term on-the-job training
139	47-2044	Tile and Marble Setters	3	\$12.45	604	3.9	4.0	Long-term on-the-job training
140	25-4021	Librarians	3	\$18.63	647	2.0	1.0	Master's degree
141	53-3022	Bus Drivers, School	13	\$9.40	550	2.3	1.2	Short-term on-the-job training
142	43-5071	Shipping, Receiving, and Traffic Clerks	26	\$8.90	551	1.7	0.9	Short-term on-the-job training
143	53-3031	Driver/Sales Workers	9	\$6.82	539	3.6	2.6	Short-term on-the-job training
144	25-4012	Curators	2	\$27.12	686	0.9	0.5	Master's degree
145	25-2032	Vocational Education Teachers, Secondary School	3	\$18.31	717	1.8	0.7	Bachelor's or higher deg. + work exp.
146	43-4081	Hotel, Motel, and Resort Desk Clerks	16	\$6.62	520	4.6	0.9	Short-term on-the-job training
147	43-3051	Payroll and Timekeeping Clerks	6	\$15.74	463	2.4	1.0	Moderate-term on-the-job training
148	35-9021	Dishwashers	25	\$6.33	464	4.4	0.9	Short-term on-the-job training
149	51-3011	Bakers	5	\$9.53	575	4.1	2.0	Long-term on-the-job training
150	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	27	\$6.98	435	3.9	0.9	Short-term on-the-job training
151	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	38	\$7.45	436	3.2	0.3	Short-term on-the-job training
152	53-7064	Packers and Packagers, Hand	17	\$6.59	439	3.6	1.8	Short-term on-the-job training
153	15-1021	Computer Programmers	3	\$25.72	571	1.0	0.5	Bachelor's degree
154	35-2015	Cooks, Short Order	11	\$8.27	518	3.9	1.0	Short-term on-the-job training
155	21-1021	Child, Family, and School Social Workers	4	\$17.00	517	2.0	1.3	Bachelor's degree
156	39-9011	Child Care Workers	17	\$8.35	555	2.3	0.8	Short-term on-the-job training
157	35-2012	Cooks, Institution and Cafeteria	13	\$9.46	522	2.5	0.6	Moderate-term on-the-job training
158	43-5081	Stock Clerks and Order Fillers	51	\$9.30	441	1.1	0.2	Short-term on-the-job training
159	43-4031	Court, Municipal, and License Clerks	6	\$13.44	457	2.4	1.2	Short-term on-the-job training
160	35-3041	Food Servers, Nonrestaurant	18	\$7.01	478	3.5	0.8	Short-term on-the-job training
161	41-2021	Counter and Rental Clerks	12	\$9.52	420	3.3	0.7	Short-term on-the-job training
162	21-1093	Social and Human Service Assistants	5	\$10.62	581	2.3	1.5	Moderate-term on-the-job training
163	29-2071	Medical Records and Health Information Technicians	4	\$11.08	516	3.2	3.0	Associate degree
164	29-2012	Medical and Clinical Laboratory Technicians	4	\$11.64	627	2.7	1.0	Associate degree

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165	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	12	\$6.59	416	4.0	1.1	Short-term on-the-job training
166	29-2041	Emergency Medical Technicians and Paramedics	2	\$10.99	736	2.6	3.0	Postsecondary vocational training
167	43-6013	Medical Secretaries	4	\$12.42	499	2.7	1.7	Postsecondary vocational training
168	41-2022	Parts Salespersons	6	\$11.94	575	1.5	0.5	Moderate-term on-the-job training
169	43-3021	Billing and Posting Clerks and Machine Operators	8	\$11.95	443	1.4	0.9	Moderate-term on-the-job training
170	53-7061	Cleaners of Vehicles and Equipment	12	\$7.25	505	2.7	0.7	Short-term on-the-job training
171	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	2	\$21.65	577	0.8	0.5	Work experience in a related occupation
172	47-2211	Sheet Metal Workers	3	\$14.41	578	2.3	1.0	Long-term on-the-job training
173	53-6031	Service Station Attendants	6	\$9.63	565	2.8	0.5	Short-term on-the-job training
174	43-6012	Legal Secretaries	4	\$13.77	484	2.3	1.3	Postsecondary vocational training
175	43-5052	Postal Service Mail Carriers	4	\$20.41	454	-4.6	0.0	Short-term on-the-job training
176	51-3021	Butchers and Meat Cutters	3	\$15.65	502	2.5	1.0	Long-term on-the-job training
177	43-5031	Police, Fire, and Ambulance Dispatchers	3	\$14.62	608	1.3	0.7	Moderate-term on-the-job training
178	27-1024	Graphic Designers	2	\$17.01	550	1.0	1.0	Bachelor's degree
179	43-5051	Postal Service Clerks	2	\$20.89	520	-4.5	0.0	Short-term on-the-job training
180	13-2021	Appraisers and Assessors of Real Estate	2	\$14.86	580	1.6	1.0	Postsecondary vocational training
181	25-4031	Library Technicians	5	\$11.22	551	1.2	0.3	Postsecondary vocational training
182	43-9021	Data Entry Keyers	5	\$10.63	512	2.0	0.8	Moderate-term on-the-job training
183	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	2	\$15.75	533	1.7	1.0	Short-term on-the-job training
184	43-9022	Word Processors and Typists	4	\$12.06	492	1.4	0.6	Moderate-term on-the-job training
185	45-2041	Graders and Sorters, Agricultural Products	5	\$6.77	365	3.6	1.3	Work experience in a related occupation
185	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Ten	2	\$15.89	574	-0.9	0.0	Moderate-term on-the-job training
187	43-5011	Cargo and Freight Agents	2	\$18.23	472	0.0	0.0	Moderate-term on-the-job training
188	27-1023	Floral Designers	2	\$8.46	545	2.7	3.0	Moderate-term on-the-job training
189	43-5032	Dispatchers, Except Police, Fire, and Ambulance	3	\$13.73	522	0.5	0.3	Moderate-term on-the-job training
190	53-7081	Refuse and Recyclable Material Collectors	3	\$11.61	519	1.7	0.7	Short-term on-the-job training
191	43-4121	Library Assistants, Clerical	4	\$9.62	509	2.0	0.4	Short-term on-the-job training
192	43-4061	Eligibility Interviewers, Government Programs	2	\$15.00	482	0.9	0.3	Moderate-term on-the-job training
193	43-2011	Switchboard Operators, Including Answering Service	3	\$9.94	421	2.3	1.0	Short-term on-the-job training
194	51-2092	Team Assemblers	5	\$7.64	531	-0.3	0.0	Moderate-term on-the-job training

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1								
Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
195	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	2	\$15.76	427	-4.0	0.0	Short-term on-the-job training
196	51-6011	Laundry and Dry-Cleaning Workers	3	\$7.57	502	2.7	1.0	Moderate-term on-the-job training
197	43-4071	File Clerks	4	\$9.59	475	-1.5	0.0	Short-term on-the-job training
198	43-9011	Computer Operators	1	\$12.79	508	-1.0	0.0	Moderate-term on-the-job training
199	43-4151	Order Clerks	2	\$10.52	516	-0.6	0.0	Short-term on-the-job training
200	51-6031	Sewing Machine Operators	1	\$7.46	440	0.0	0.0	Moderate-term on-the-job training



# TERM (Training & Education Resource Model) Occupations Report

Column		Explanation
A	Rank	This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks.
B	SOC Code	Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: <a href="http://www.bls.gov/soc/socguide.htm">http://www.bls.gov/soc/socguide.htm</a>
C	SOC Title	The title of the occupation, as assigned by the Standard Occupational Classification system (SOC).
D	Openings	Average number of projected openings (from growth + turnover) expected per year for the occupation. Projected openings based on revised 2006-2008 occupation projections.
E	Hourly Wage	Based on the average of the wage of the occupation. Wages based on 2006 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
F	O*NET Score	O*NET is an acronym for the Occupational Information Network ( <a href="http://www.onetcenter.org/">http://www.onetcenter.org/</a> ). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile.
G	Growth Rate	The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from the 2006-2008 Occupational Projections produced by the AzDES Research Administration.
H	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the revised 2006-2008 occupational projections data.
I	Education / Training Requirements	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS).

Calculation method		
1	Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).	
2	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).	
3	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all SOC's involved in the tie.	
4	The following formula determined the score for each SOC: (3 x openings percentile + 3 x wage percentile + O*NET percentile + growth percentile + turnover percentile) / 9	
Sources		
1	Openings and wage data are produced by the Arizona Department of Commerce, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2006 Occupational Employment Statistics (OES) survey, and openings are from the 2006-2008 occupational employment projections.	
2	For the O*Net score, the O*Net database version 11.0 was used. ( <a href="http://www.onetcenter.org/database.html">www.onetcenter.org/database.html</a> )	
3	The education and training codes are from the Bureau of Labor Statistics (BLS) website at <a href="ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt">ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt</a>	
Questions and Comments		
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